

CORNELL UNIVERSITY
OFFICIAL PUBLICATION

*New York State School of
Industrial and Labor Relations
at Cornell University*

1954-55

THE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIVERSITY IS A CONTRACT UNIT OF THE STATE UNIVERSITY OF NEW YORK

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1953-54

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John P. Windmuller, Ph.D., *Assistant Professor*
Edwin E. Witte, Ph.D., *Visiting Professor*
Wallace Wohlking, M.S. in I.L.R., *Extension Specialist*

*On leave, fall term, 1953-54.

†On leave, spring term, 1953-54.

‡On leave, fall and spring terms, 1953-54.

§Military leave of absence.

MEMBERS FROM OTHER FACULTIES

Alexander H. Leighton, M.D., *Professor of Sociology and Anthropology*
Royal E. Montgomery, Ph.D., *Professor of Economics*
Bertram F. Willcox, A.B., LL.B., *Professor of Law*
A. Leon Winsor, Ph.D., *Director of the School of Education and*
Professor of Education

History and Purpose of the School

THE New York State School of Industrial and Labor Relations at Cornell University was authorized in 1944 by act of the New York State Legislature as the first institution in the country to offer a comprehensive program of professional training at the undergraduate and graduate levels in the field of industrial and labor relations. In addition to resident instruction, research and extension work were also provided as integral parts of the program to fulfill the broad purpose for which the School was created.

The law under which the School functions states its objectives and purposes in the following terms:

It is necessary that understanding of industrial and labor relations be advanced; that more effective cooperation among employers and employees and more general recognition of their mutual rights, obligations, and duties under the laws pertaining to industrial and labor relations in New York State be achieved; that means for encouraging the growth of mutual respect and greater responsibility on the part of both employers and employees be developed; and that industrial efficiency through the analysis of problems relating to employment be improved.

...it is hereby declared to be the policy of the state to provide facilities for instruction and research in the field of industrial and labor relations through the maintenance of a school of industrial and labor relations.

The object of such school shall be to improve industrial and labor conditions in the state through the provision of instruction, the conduct of research, and the dissemination of information in all aspects of industrial, labor, and public relations, affecting employers and employees.

The School came into existence as a part of Cornell University on November 5, 1945, with the admission of its first group of resident students. Subsequently, the research and extension programs were initiated, and the School moved forward to meet the responsibilities stipulated in its legislative mandate.

With the creation of the State University of New York in 1948, the School of Industrial and Labor Relations, as one of the four state-supported units at Cornell University, became an integral part of the State University of New York. "Created to provide a comprehensive and adequate program of higher education," the State University now includes more than thirty educational institutions. The School of Industrial and Labor Relations, functioning in this broad context, offers training and research facilities in this important field to serve the needs of the state.

The School operates through three major functional divisions: (1) undergraduate and graduate resident instruction, (2) extension, and

(3) research and information. In each of the divisions programs are carried on to serve impartially the needs of labor and management in the field of industrial and labor relations. Professional training is provided at the undergraduate and graduate levels for young men and women who look forward to careers in labor unions, in business, or in government agencies. Through the Extension Division instruction is offered throughout the state on a noncredit basis to men and women already engaged in labor relations activities, as well as to the general public. Closely related to the work in resident instruction and extension, the Research and Information Division is concerned with the development of materials for resident and extension teaching and the conduct of studies in the field of industrial and labor relations. This Division is also responsible for the dissemination of such research data through its publication program.

The Undergraduate Program

STUDENTS pursuing a program leading to the Bachelor of Science degree are required to complete four years of academic work.

Courses in the first and second years of the undergraduate program provide the student with a background in the social sciences and in the techniques of analysis and expression. In the third and fourth years, courses directly concerned with labor-management relations and related fields are emphasized.

As an important supplement to the normal classroom instruction, the School regularly brings to the campus a substantial number of visitors and lecturers from labor, management, and public agencies. These men and women provide a continuing contact with the field through lectures in classes and informal discussion. Important also in this connection is the Mary Donlon Lectureship series, in which outstanding speakers present current information on workmen's compensation and related social security subjects.

VOCATIONAL OPPORTUNITIES

Graduates of the School of Industrial and Labor Relations use their training as preparation for employment directly in the field of labor relations, to enter jobs in related areas, and as a basis for further professional education. In the field of industrial relations, opportunities exist in many branches of the state and federal government, in business and industry, and to a lesser extent, in organized labor.

Graduates who choose to work for state and federal governmental agencies may be employed in such positions as administrative assistants, personnel technicians, economists, technical aides, or research associates. These positions, for the most part, are filled through competitive civil service examinations designed for college seniors interested in entering government service. Some graduates also may be qualified for noncivil service assignments with government-operated agencies such as the TVA and the Atomic Energy Commission.

Students interested in careers in business and industry have a variety of opportunities available to them. They may be employed by a firm to work directly in employment administration, training, wage and salary administration, services and welfare, labor relations, personnel counseling, research, and public relations. Work in these specialized areas may also be obtained following a period of training or production work.

Graduates interested in work in organized labor may anticipate em-

ployment in two principal areas of trade union activity. The first of these comprises work in the line structure of the union and usually entails a substantial period of service in a local union prior to the assumption of positions of responsibility. The other area comprises the technical staff functions such as research, public relations, and educational work, into which those qualified may move directly.

In addition to opportunities in business firms, trade unions, or governmental work, the graduate can find effective use for his training in public service agencies such as hospitals, in research organizations, in trade association and Chamber of Commerce work, or in other allied areas.

Career opportunities are also available for those interested in teaching on both the secondary and the college level. For this group, preparation will entail the completion of prescribed programs for meeting state certification or the completion of advanced study beyond the Bachelor's degree necessary for preparation for teaching on the college level. Similarly, those preparing for law or for advanced study in specialized fields undertake such work following the completion of the requirements for the Bachelor's degree.

The School, through its Office of Resident Instruction, offers placement assistance to students seeking temporary employment in connection with the work-training program and to graduating students and alumni seeking permanent employment. The placement program provides for students the opportunity to learn about the methods of job seeking, carries on a development program for the creation of employment opportunities, and assists in arranging interviews with employers.

ADMISSION OF UNDERGRADUATE STUDENTS

The School follows the admissions procedure of Cornell University as described in the *General Information Announcement*, which may be obtained by writing to Official Publication, Edmund Ezra Day Hall. The official application blanks can be obtained from the Office of Admissions, Cornell University. In addition, each applicant is required to submit a 500-word statement (preferably typewritten) indicating the nature of his work experience and the basis of his interest in the field of industrial and labor relations. The application materials required of all applicants must be in the Office of Admissions by the following dates: for spring term: December 1; for fall term: March 1.

Personal interviews with students applying for admission are conducted by the selection committee. Interviewers from the School visit central localities in the state each spring for this purpose. Applicants are advised in advance concerning the interview schedule. Students from outside the State of New York should, if at all possible, arrange for a

visit to Ithaca early in the admissions period to complete this interview.

Admission to the undergraduate program may be gained through matriculation as a freshman, as a transfer student from another college or university, or, in limited instances, as a Special Student not in candidacy for a degree. In making its selection, the School will endeavor to secure geographic representation of qualified students from all parts of New York State. A limited number of students from other states and nations will also be admitted.

The School has for several years followed the policy of admitting freshmen only for the September term inasmuch as first-year student programs cannot be arranged beginning at the February term. Students applying as transfer candidates may be admitted in the September term and in the February term.

The Admissions Committee will select students in terms of these criteria:

1) *ACADEMIC PREPARATION:*

a) *Freshmen:* A candidate for admission as a freshman must satisfactorily complete secondary school subjects carrying a value of 16 entrance units. The 16 units should, in the main, be made up of English, 4 units; foreign language (ancient or modern), mathematics, science, and social studies (including history). Applicants from New York State are required to submit either a report of secondary school certification or the results of the Regents Examinations in subjects which are offered for entrance. The Scholastic Aptitude Test of the College Entrance Examination Board is required of applicants outside New York State and is recommended for those who are New York State residents. Applicants are urged to take the January College Board Tests and may obtain a descriptive bulletin listing the places and times they are given by writing to the College Entrance Examination Board, Box 592, Princeton, New Jersey.

b) *Transfer Students:* A student who has attended another college or university and desires to transfer to the undergraduate program in the School should submit an official transcript from the institution he has attended, giving evidence of good standing, and a statement of his secondary school record on a blank supplied by the Office of Admissions. The Scholastic Aptitude Test of the College Entrance Examination Board is required of applicants outside New York State and is recommended for those who are New York State residents.

c) *Special Students:* A candidate for admission as a Special Student must demonstrate competence to pursue successfully college level work in this field. In addition to evidence of extensive appropriate work experience the candidate will be required to complete such other testing program as may be recommended by the Admissions

Committee. Admission to Special Student status is limited to mature persons who present evidence of extensive experience and competence for academic work. Special Students will follow an approved program and normally are not candidates for a degree.

2) *PERSONAL QUALIFICATIONS*: Demonstrated ability to work cooperatively with other individuals and groups and for leadership in promoting these cooperative relationships will be given substantial weight in selection of all candidates.

3) *WORK EXPERIENCE*: Evidence of work experience either on a full-time or a part-time basis is desirable. Freshmen and transfer applicants who have not had work experience may be required to spend the summer prior to their matriculation in gainful employment in addition to the work-training requirements described in the undergraduate curriculum.

EXPENSES FOR UNDERGRADUATE STUDENTS

TUITION AND FEES

Tuition is free to undergraduate students who, at the time of their admission, are, and for at least twelve months prior thereto, have been bona fide residents of the State of New York. All students pay University fees.

Out-of-state students pay tuition of \$150 a term or \$300 for the academic year, plus University fees.

Tuition and other fees become due when the student registers, and the final date for payment of these charges, without penalty, is 20 days after registration. Failure to meet this obligation automatically terminates a student's enrollment unless, in exceptional circumstances, the Treasurer may grant an extension of time for completion of payments. In such instance, a fee of \$2 is charged, and upon reinstatement of a student who has been dropped for nonpayment, a fee of \$5 is charged. For reasons judged adequate, the latter fee may be waived in any individual case.

Part of the tuition and fees will be refunded to students who withdraw, for reasons accepted as satisfactory, prior to the end of a term. No charge is made if the student withdraws within six days of the date of registration.

Tuition and other fees which the student must pay each term are listed as follows.

For all students:

Tuition (free to New York State residents)*	\$150.00
School and University composite fee*	68.50
Books and materials (estimated average)	50.00
Total including tuition	<u>\$268.50</u>

*Special Students also are held for these fees.

A registration fee of \$45 must be paid after the applicant has received notice of provisional acceptance. This fee covers matriculation charges and certain graduation expenses and establishes a fund for undergraduate and alumni class activities.

The School and University composite fee of \$68.50 indicated above is required of every student at the beginning of each term and covers these services:

1) *HEALTH SERVICES AND MEDICAL CARE*: These services are centered in the University Clinic or out-patient department and in the Cornell Infirmary or hospital. Students are entitled to unlimited visits at the Clinic; laboratory and X-ray examinations indicated for diagnosis and treatment; hospitalization in the Infirmary with medical care for a maximum of fourteen days each term and emergency surgical care. For further details, including charges for special services, see the *General Information Announcement*.

2) *LABORATORY SERVICES* for courses taken in the State Colleges.

3) *UNIVERSITY ADMINISTRATION AND SERVICES*.

4) *PHYSICAL RECREATION*. Available to each male student are the University's gymnasium and recreation facilities, as well as use of a locker, bathing facilities, and towels in the gymnasium, Barton Hall, or Schoellkopf Memorial Building. Each woman student is entitled to use of the women's gymnasium, recreation rooms, and playgrounds and to the use of a locker.

5) *WILLARD STRAIGHT HALL MEMBERSHIP*. Through Willard Straight Hall, the student union of the University, a medium is provided by which all students may participate in the social and recreational activities afforded by its operation.

6) *STUDENT ACTIVITIES*: Assistance is provided to various student activity programs through the student activities fund.

In addition to the tuition and fee charges indicated above, a deposit of \$30 is required for a uniform, payable at registration in the first term, in the Basic Course in Military Science and Tactics. Most of this deposit is returned as earned uniform allowance upon completion of the Basic Course.

STUDENT HOUSING AND LIVING COSTS

MEN STUDENTS. Housing for men is available in the men's Residential Halls of the University or in private homes and rooming houses. At present, University facilities are sufficient to house approximately 30 per cent of the men students.

University housing for men is provided in both temporary and permanent units of the men's Residential Halls. Each dormitory room ac-

commodates from one to three persons. Prices range from \$182 to \$240 a year in the temporary units, and from \$248 to \$355 a year in the permanent units. Application forms for dormitory accommodations may be secured from the Office of Residential Halls, Edmund Ezra Day Hall, and will be accepted any time after January 1 of the year of matriculation, even though admission to the University has not been verified.

Meals are not usually available in the men's Residential Halls but are obtainable in cafeterias and dining rooms on the campus, or in nearby restaurants and cafeterias. A minimum weekly allowance of \$12 to \$16 is recommended for meals.

Men are not required to live in the University dormitories and are individually responsible for making their own living and dining arrangements. Off-campus housing may be obtained in private homes and rooming houses adjacent to the campus or in the downtown area. Costs range, in general, from \$6 to \$10 weekly for single rooms and \$10 to \$14 for double rooms. Those students who desire to live off campus are advised to come to Ithaca well in advance of registration to complete room arrangements. Inquiries on off-campus housing should be addressed to the Office of Off-Campus Housing, Edmund Ezra Day Hall.

WOMEN STUDENTS. Undergraduate women are required to reside in the University-operated dormitories (or in sorority houses) unless, because of exceptional circumstances, other arrangements are approved by the Office of the Dean of Women.

The charge for residence in the dormitories is \$447.50 a term (\$895 a year) and includes board, an allowance of personal laundry, and rent of furnished room. Immediately upon receiving notice of acceptance in the University, women students should write to the Office of Residential Halls, Edmund Ezra Day Hall, to reserve a room. Application blanks for rooms are enclosed by the Office of Admissions in their letters notifying candidates of acceptance to the University.

SCHOLARSHIPS AND FINANCIAL AID

Students seeking admission as freshmen may wish to investigate freshman scholarships awarded by Cornell University and by the State of New York. Information concerning these scholarships is contained in the *Circular of Information* which accompanies the admissions application form and may also be secured from the high school principal or counselor. Application material for the Cornell awards may be obtained from the Scholarship Secretary, Office of Admissions. Those eligible for New York State awards by virtue of graduation from common schools and academies of New York State should apply to their local high school principal or to the Commissioner of Education, Albany, New York, for

details. Candidates for these awards are urged to make early application and to investigate carefully the requirements of these awards.

Scholarship and loan fund opportunities for students attending the University are described in the *Announcement of Scholarships and Grants-in-Aid*. This booklet may be obtained from the Office of Resident Instruction of the School or from Official Publication, Edmund Ezra Day Hall. Opportunities for part-time work are described in the *General Information* booklet of the University. In addition to the University resources, the following scholarship funds are for students in the School. Inquiries concerning these scholarships should be addressed to the Director, Office of Resident Instruction, School of Industrial and Labor Relations.

BORDEN INDUSTRIAL AND LABOR RELATIONS SCHOLARSHIP AWARD. Award of \$300 made at the beginning of the senior year to the undergraduate man or woman who has achieved the highest average grade among the members of the senior class for the four most recent terms of academic work in the School of Industrial and Labor Relations.

DANIEL ALPERN MEMORIAL PRIZE. Awards of \$100 are made each year to outstanding graduating seniors elected by the faculty on the basis of scholarship and student activities.

DANIEL ALPERN MEMORIAL SCHOLARSHIPS. Varied grants, maximum \$400 annually, are made to undergraduate students who have completed at least one term in residence. Awarded on the basis of scholarship and need.

FATHER WILLIAM J. KELLEY, O.M.I., SCHOLARSHIP. Established by Local Union No. 3 of the International Brotherhood of Electrical Workers, AFL, in honor of Father William J. Kelley, O.M.I. Open to undergraduate students who are sons or daughters of members of Local Union No. 3. Award of \$1,200 per year for a four-year period, with one award made each year to an incoming student. Awarded on the basis of scholarship and professional promise.

FRANK J. DOFT MEMORIAL FUND. Varied grants, maximum \$400 annually, are made to undergraduate students who have completed at least one term in residence. Awarded on the basis of scholarship and need, with preference for the physically handicapped.

INDUSTRIAL AND LABOR RELATIONS SCHOLARSHIP FUND. Varied grants, maximum \$400 annually, are made to undergraduate students who have completed at least one term in residence. Awarded on the basis of scholarship and need.

NONRESIDENT TUITION SCHOLARSHIPS. Open to students who are not residents of New York State. One of the purposes of these schol-

arships is to assist students from foreign countries, but when no qualified foreign students are available, the scholarships may be extended to any qualified out-of-state students. Annual award, \$300 applicable to tuition only. Tenure, not limited. Four scholarships. Need and academic achievement considered.

SIDNEY HILLMAN MEMORIAL SCHOLARSHIP. Established by the Sidney Hillman Foundation in honor of Sidney Hillman. Varied grants, maximum \$400 a year, are made to undergraduate students who have completed at least one term in residence. Awarded on the basis of (a) the student's interest in such matters as improved race relations, advancement of democratic trade unionism, greater world understanding, and related issues; (b) scholarship; and (c) need for assistance. Where the first two factors are of a high order, the third should be controlling.

DEGREE REQUIREMENTS

To be eligible for the degree of Bachelor of Science, students are required to complete successfully the prescribed curriculum and electives of 120 credit hours, the work-training requirements, and the physical training and military training requirements of the University. The nature of these requirements is described below.

In order to maintain good standing in the School and to be eligible for graduation the student must have a grade average of at least 70 in all subjects taken at the University. The passing grade for a course in the University is 60.

Students entering by transfer may expect to receive credit toward these requirements in accordance with the policies of the School. A statement describing the transfer credit policy is available on request. In general, credit is granted for courses of satisfactory quality and content which are equivalent to the required courses. In addition, credit for elective courses completed satisfactorily is limited in direct proportion to the amount of required hours met but not to exceed a maximum of 21 elective credit hours. In all instances students entering by transfer will be required to complete a minimum of four terms of residence in the School, irrespective of the amount of transfer credit granted. It should be noted that admission by transfer may result in a loss of credit.

THE CURRICULUM

The following outline of the curriculum indicates the sequence of courses. Course descriptions can be found on pages 20-31. Students must complete 120 hours of academic work, 90 hours of which are required subjects, plus the work-training requirements, plus the University's required courses in physical training and, for men, the required courses in military training.

Certain of the courses in the four-year curriculum are offered by the faculties of other colleges of the University and are so designated in the listing below. Selection of elective courses is made in terms of the student's interest and with the guidance of his adviser.

FRESHMAN YEAR

<i>First Semester</i>	<i>Credits</i>	<i>Second Semester</i>	<i>Credits</i>
English 111 (A&S)*	3	English 112 (A&S)	3
Development of Economic Institutions 190	3	Development of Economic Institutions 191	3
Man and Culture: Introduction to Anthropology 103 (A&S)	3	Accounting 84 (HA)	3
American National Government 101 (A&S)	3	Industrial Occupations and Processes 192	3
Psychology 101 (A&S)	3	Organization and Management of Production 3236 (Eng)	3
	—		—
	15		15

Work-training—10 weeks

SOPHOMORE YEAR

Development of American Ideals 290	3	Development of American Ideals 291	3
Modern Economic Society 105 (A&S)	3	Modern Economic Society 106 (A&S)	3
The Corporation 240	3	Personnel Administration 260	3
Human Relations 220	3	Economic and Social Statistics 211	3
Statistics I 210	3	Public Speaking 101 (A&S)	3
	—		—
	15		15

Work-training—10 weeks

JUNIOR YEAR

Labor Union History 350	3	Labor Union Administration 351	3
Business and Industrial History 390	3	Labor Relations Law and Legislation 300	3
Economics of Wages and Employment 340	3	Protective Labor Legislation 370	3
Elective	3	Elective	3
Elective	3	Elective	3
	—		—
	15		15

Work-training—10 weeks

*Abbreviations:

A&S: College of Arts and Sciences
Eng: College of Engineering
HA: School of Hotel Administration

SENIOR YEAR

Humanities (A&S)	3	Humanities (A&S)	3
Labor Relations Contract		Elective	3
Making & Administration		Elective	3
400	3	Elective	3
Social Security 470	3	Elective	3
Elective	3		—
Elective	3		15
	—		
	15		

WORK-TRAINING REQUIREMENT

Students who are candidates for the undergraduate degree of the School are enrolled in a program of work-training which requires thirty weeks of employment as one of the requirements for that degree. The work-training program is designed to give students firsthand experience and an understanding of the viewpoints, problems, and procedures of management, labor, and government in the conduct of industrial and labor relations.

The nature of the employment which the student secures for his work-training is dependent upon the amount and the kind of experience which he has already acquired. The first period of work-training should bring the beginning student into close contact with basic productive, distributive, or service activity if such experience has not already been gained. As he progresses in the academic program, and depending upon the extent of his background, the student acquires more specialized experience in industrial and labor relations, either with a labor union, with a business enterprise, with a government agency, or in other appropriate activity.

The School, provides, through its Office of Resident Instruction, assistance to students in the acquisition of the work-training assignment. Each student is responsible, however, for obtaining his own summer employment.

BUREAU OF NATIONAL AFFAIRS INTERNSHIP. One of the summer work opportunities for which men and women students may compete is an internship in the labor relations editorial field. This internship carries a stipend of \$500 for a period of ten weeks, starting in June. Selection is in terms of academic achievement and interest in the labor relations editorial field.

UNIVERSITY REQUIREMENTS IN MILITARY
AND PHYSICAL TRAINING

MILITARY TRAINING. All physically qualified undergraduate men who are American citizens must take military training during their first four terms. Enrollment in the basic course of Military Science and

Tactics or Air Science and Tactics, or in the first two years of Naval Science, satisfies this requirement. Students transferring to Cornell from other institutions are exempt from part or all of the requirement, according to the number of terms of residence in college before transfer. Service in the armed forces also satisfies the military training obligation. Entering students who have had ROTC training in secondary or military schools are requested to bring WD AGO Form 131 — Student's Record for presentation to the military training department at the time of registration (See the *Announcement of the Independent Divisions and Departments*.)

Students with the necessary preparation may fulfill the requirements of the NROTC program and also qualify for a degree from the School of Industrial and Labor Relations. Such students must meet all of the regular requirements for graduation from the School as well as those prescribed by the Bureau of Naval Personnel.

PHYSICAL TRAINING. All undergraduates must pursue four terms of work, three hours a week, in physical training. Ordinarily, this requirement must be completed in the first two years of residence; postponements are to be allowed only by consent of the University Faculty Committee on Requirements for Graduation.

Exemption from this requirement may be made by the Committee designated above, when it is recommended by the Medical Office, by the Department of Physical Education, or because of unusual conditions of age, residence, or outside responsibilities. An exemption recommended by the Department of Physical Education shall be given only to students who meet standards of physical condition established by the Department of Physical Education and approved by the Committee on Requirements for Graduation. Students who have been discharged from the armed services may be exempted.

For students entering with advanced standing, the number of terms of physical training required is to be reduced by the number of terms which the student has satisfactorily completed (whether or not physical training was included in his program) in a college of recognized standing.

DESCRIPTION OF REQUIRED COURSES

FRESHMAN YEAR

ENGLISH (A&S)* 111, 112. Credit three hours a term. Course 111 is a prerequisite to 112. Fall and spring terms, respectively.

Introductory course in reading and writing. The aim of the course is to increase the student's ability to communicate his own thought and to understand the thought of others.

**Abbreviations:*

A&S — College of Arts and Sciences

Eng — College of Engineering

ILR — School of Industrial and Labor Relations

HA — School of Hotel Administration

ACCOUNTING (HA) 84. Credit three hours. Spring term.

Fundamental principles of accounting with emphasis on the interpretation of financial statements, depreciation, valuation of inventories, significance of changes in price levels, payroll costs, problems in profit determination, profit vs. margin, customer-cooperative viewpoint.

PSYCHOLOGY (A&S) 101. Credit three hours. Either term.

An introduction to the scientific study of behavior and experience, covering such topics as perception, motivation, emotion, learning, thinking, personality, and individual differences. This course is prerequisite to further work in the Department of Psychology.

MAN AND CULTURE: AN INTRODUCTION TO ANTHROPOLOGY (A&S) 103. Credit three hours. Fall term.

Problems in the comparative study of human behavior in a variety of cultures; the component parts of culture and the organization of cultural systems; processes involved in changing cultures; applications of cultural anthropology in the world today.

DEVELOPMENT OF ECONOMIC INSTITUTIONS (ILR) 190, 191. Credit three hours each term. Fall and spring terms, respectively. Open only to ILR students.

This course is designed to give the student an understanding of the historical development of our economic institutions and the nature of the problems incident to economic change and development as part of the background for understanding and analysis of important present-day issues.

INDUSTRIAL OCCUPATIONS AND PROCESSES (ILR) 192. Credit three hours. Either term. Open only to ILR students.

An overview course in industrial occupations and processes. Weekly field trips include visits to representative plants within traveling distance of Ithaca.

AMERICAN NATIONAL GOVERNMENT (A&S) 101. Credit three hours. Fall term.

A general introduction to American national government and politics. Emphasis is placed upon historical development, organization, powers, and practical working.

ORGANIZATION AND MANAGEMENT OF PRODUCTION (Eng) 3236. Credit three hours. Spring term.

An introductory course in the field of industrial management covering organizational structure, including types of organization and a discussion of the organization of specific companies; production control, including layout, materials handling, planning, scheduling, routing, dispatching, and inspection; and worker productivity, including motion study, time study, job evaluation, and incentive wage plans.

SOPHOMORE YEAR

PUBLIC SPEAKING (A&S) 101. Credit three hours. Either term. Not open to freshmen.

This course is designed to help the student express his convictions clearly and effectively in oral discourse. Study of basic principles of expository and persuasive speaking with emphasis on selection, evaluation, and organization of materials, and on simplicity and directness of style and delivery. Practice in preparation and delivery of speeches on current issues, in reading aloud, and in chairmanship; study of examples; conferences.

MODERN ECONOMIC SOCIETY (A&S) 105, 106. Credit three hours each term. Fall and spring terms, respectively.

A survey of the existing economic order, its more salient and basic characteristics,

and its operations. Analysis of economic behavior and of the functioning of modern economic institutions. Study of the individual economic unit and of aggregative economic activity and data.

STATISTICS I (ILR) 210 (Statistical Reasoning). Credit three hours. Either term.

An introduction to the basic concepts of statistics: description of frequency distributions (averages, dispersion, and simple correlation) and introduction to statistical inference. This course is prerequisite to certain of the specialized courses on applications of statistics offered in various departments.

ECONOMIC AND SOCIAL STATISTICS (ILR) 211. Credit three hours. Either term. Prerequisite: Statistics I, ILR 210.

Application of statistical techniques to the quantitative aspects of the social sciences and of industrial and labor relations. Topics illustrative of the material to be covered are: construction and use of index numbers, time series analysis, elements of the design of sample surveys, and a brief introduction to the use of punched card equipment.

HUMAN RELATIONS (ILR) 220. Credit three hours. Fall term. Non-ILR students must secure permission of instructor at time of preregistration.

An analysis and appraisal of the social and psychological factors important in human relations in industry. The course is aimed at giving the student some general acquaintance with the field and some methods for approaching the human problems he is likely to encounter. Topics covered include appropriate orientation in terms of natural and social science, the equilibrium of the individual, the equilibrium of the group, factors affecting productivity, and the properties of industrial hierarchies.

Analysis is made of the students' summer work experience. Consequently, a diary kept by the individual student will be an important part of the course material. Non-ILR students who plan to take the course should consult the instructor before the beginning of the summer vacation.

THE CORPORATION (ILR) 240. Credit three hours. Fall term.

The course seeks to explore selected questions pertaining to the corporation, among which are the following: Why and how have corporations become important? Who owns them? Who controls them? How are they financed? What is the role of the investment banker? Of the securities exchanges? What is our tax structure and its significance in relation to corporate activity? What is the nature of union interest in corporate financial affairs?

PERSONNEL ADMINISTRATION (ILR) 260. Credit three hours. Either term.

A study of the ways of working with employees, as individuals and in groups, to ensure the best use of individual capacities, the greatest amount of personal and group satisfaction, and maximum service to the employing organization. Consideration is given to the development and organization of personnel administration, factors influencing the administration and appraisal of personnel functions, including recruitment, selection, placement, training and communications, job evaluation, compensation, performance rating, transfer, promotion, separation, employee services, health and safety, records and reports, and research.

DEVELOPMENT OF AMERICAN IDEALS (ILR) 290, 291. Credit three hours each term. Fall and spring terms, respectively. Not open to freshmen.

A historical and critical examination of Western, particularly American, political and social ideals, their origins and development.

The first semester will be directed to interests pressing and secured in contemporary American institutions and thought, including freedom of religion; freedom

of speech, press, and assembly; civil rights; separation of powers; the writ of habeas corpus; freedom of labor; international aspects of civil liberties.

The second semester will be concerned with the development and character of democratic institutions and ideals of freedom, including representative government, the rule of law, ideas of justice, natural law, social and economic status and mobility, individualism, and pluralism.

Readings are taken from the classics of political and social thought and Supreme Court reports.

JUNIOR YEAR

LABOR RELATIONS LAW AND LEGISLATION (ILR) 300. Credit three hours. Spring term.

A study of the common law and legislation relating to labor relations on both federal and state levels. The antitrust laws as they affect labor relations, the Norris-LaGuardia Act, the Wagner Act, the Taft-Hartley Act, and the more recent legislative proposals and enactments will receive special consideration. Decisions of courts and labor relations boards will be studied and discussed.

ECONOMICS OF WAGES AND EMPLOYMENT (ILR) 340. Credit three hours. Either term. Prerequisite: Economics 105 and 106 or the equivalent.

A general analysis of the economic factors in the determination of wages and the terms of employment. Major aspects of the following topics will be studied: composition of the labor force; trends in money and real earnings and national income; theories of wages; trade union policies and practices and their effects upon wages and employment; economic aspects of governmental regulation of wages and hours; employment theories and policies.

LABOR UNION HISTORY (ILR) 350. Credit three hours. Fall term. Prerequisites: Economics 105-106.

The historical development of American labor movements before the Civil War is surveyed generally. Special emphasis is placed upon the rise of organized labor movements in the United States since 1865. Problems which faced organizations such as the Knights of Labor, the AFL, and the CIO are discussed in detail, along with various theories of the labor movement which help to explain the historical developments which have occurred. A third of the course is then devoted to a study of the history and objectives of representative international unions within the AFL and the CIO.

LABOR UNION ADMINISTRATION (ILR) 351. Credit three hours. Spring term. Prerequisite: ILR 350.

A comprehensive review of the structure, government, and administrative problems of American labor unions as evidenced in the local union, joint boards, city centrals, state federations, internationals, and the national AFL and CIO. Detailed examination is made of labor union membership qualifications and rules, justice machinery, finances and dues, the labor press, research, education, public relations, political action, benefits and insurance, and cooperative ventures of unions. Emphasis is placed upon the relationship between the internal operation of unions and their collective bargaining activities. Each student is expected to make an intensive study of the administrative organization and operation of one international union.

PROTECTIVE LABOR LEGISLATION (ILR) 370. Credit three hours. Spring term.

A survey of the nature of the problems and the basis for state and federal legislation in fields such as industrial health and safety, minimum wages and hours, discrimination in employment, employment of women, and child labor. Special attention is given to state and federal minimum wage and hour laws, industrial health

and safety regulations, and administrative organization. Proposals for amending existing legislation will be discussed.

BUSINESS AND INDUSTRIAL HISTORY (ILR) 390. Credit three hours. Fall term. Prerequisite: Economics 105, 106, or the equivalent.

The economic development of selected major industries in the United States, such as coal mining, steel, railroads, printing, textiles, automobiles, building construction. Among the topics studied are business organizations, technological developments, markets, costs and prices, extent of monopoly and competition. Emphasis is placed upon the relation of developments in the industry to the position of workers and to collective bargaining.

SENIOR YEAR

HUMANITIES (A&S). Six credit hours. Either term.

Two courses in the Humanities (literature, fine arts, music). Selection to be made with guidance from the student's counselor.

LABOR RELATIONS CONTRACT MAKING AND ADMINISTRATION (ILR) 400. Credit three hours. Fall term. Prerequisite: ILR 300.

Analysis of substantive issues in labor relations, including a survey of the techniques and scope of contract making, with consideration of the problems growing out of administration, application, and interpretation of the collective agreement.

SOCIAL SECURITY (ILR) 470. Credit three hours. Fall term. Prerequisite: ILR 370.

A historical and analytical study of the philosophy, legislative history, administration, and economic and social effects of social security programs as protection against economic loss due to industrial accident, temporary and permanent disability, illness, old age, premature death, and unemployment. Proposals for modifying or extending American social security legislation will be critically examined. Attention will also be given to private and voluntary efforts to provide security, employee benefit plans, and the problems of integrating public and private programs.

UNDERGRADUATE COURSES OF INSTRUCTION

All Industrial and Labor Relations undergraduate courses, arranged by subject matter area, are described below.

Students registered in other divisions of the University may elect courses specifically designed for non-ILR students (ILR 293, ILR 461) as well as other courses offered by the School. Students in other colleges interested in taking courses in this School should check prerequisites and enroll through the advisers in their colleges.

COLLECTIVE BARGAINING, MEDIATION, AND ARBITRATION

LABOR RELATIONS LAW AND LEGISLATION (ILR) 300. Credit three hours. Spring term.

A study of the common law and legislation relating to labor relations on both federal and state levels. The antitrust laws as they affect labor relations, the Norris-LaGuardia Act, the Wagner Act, the Taft-Hartley Act, and the more recent legislative proposals and enactments will receive special consideration. Decisions of courts and labor relations boards will be studied and discussed.

LABOR RELATIONS CONTRACT MAKING AND ADMINISTRATION (ILR) 400. Credit three hours. Fall term. Prerequisite: ILR 300.

Analysis of substantive issues in labor relations, including a survey of the techniques and scope of contract making, with consideration of the problems growing out of administration, application, and interpretation of the collective agreement.

LABOR RELATIONS CASE ANALYSIS (ILR) 401. Credit three hours. Spring term. Open only to seniors who have taken ILR 400.

Intensive study of current and recent situations and cases in the field of labor relations, ranging from nationally important issues to localized plant issues in various industries. The purpose of this course is to give an opportunity for a more complete and thorough analysis of the problems in labor relations.

GOVERNMENTAL ADJUSTMENT OF LABOR DISPUTES (ILR) 402. Credit three hours. Fall term.

A historical and contemporary study of the role of government in the adjustment of labor disputes, including such topics as the Railway Labor Act, War Labor Disputes Act, Defense Production Act, legislation dealing with national emergency strikes and state compulsory arbitration statutes; the leading administrative agencies in this field, including the Federal Mediation and Conciliation Service, War Labor Board, Wage Stabilization Board; state mediation agencies with special emphasis on the New York State Board of Mediation; municipal mediation services; and an analysis of the various governmental techniques for dealing with labor disputes, including injunctions, seizure, and compulsory arbitration.

ARBITRATION IN LABOR AND MANAGEMENT RELATIONS (ILR) 403. Credit three hours. Spring term. Open to seniors and graduate students.

A study of the place and function of arbitration in the field of labor and management relations, including an analysis of principles and practices, the preparation and handling of materials in briefs or oral presentation, and the work of the arbitrator, umpire, or impartial chairman.

ECONOMIC AND SOCIAL STATISTICS

STATISTICS I (ILR) 210 (Statistical Reasoning). Credit three hours. Either term.

An introduction to the basic concepts of statistics; description of frequency distributions (averages, dispersion, and simple correlation) and introduction to statistical inference. This course is prerequisite to certain of the specialized courses on applications of statistics offered in various departments.

ECONOMIC AND SOCIAL STATISTICS (ILR) 211. Credit three hours. Either term. Prerequisite: Statistics I, ILR 210.

Application of statistical techniques to the quantitative aspects of the social sciences and of industrial and labor relations. Topics illustrative of the material to be covered are: construction and use of index numbers, time series analysis, elements of the design of sample surveys, and a brief introduction to the use of punched card equipment.

DESIGN OF SAMPLE SURVEYS (ILR) 310. Credit three hours. Spring term. Prerequisite: one term of statistics.

Application of statistical methods to the sampling of human populations. A thorough treatment of the concepts and problems of sample design with respect to cost, procedures of estimation, and measurement of sampling error. Analysis of non-sampling errors and their effects on survey results (e.g., interviewer bias and response error). Illustrative materials will be drawn from the fields of market research, attitude and opinion research, and the like.

STATISTICS II (ILR) 311. Credit three hours. Fall term. Prerequisite: Statistics 210 or permission of instructor.

An intermediate nonmathematical statistics course emphasizing the concepts associated with statistical methods. It includes a treatment of estimation and tests of hypotheses with reasons for choice of various methods and models. Application is made to problems involving percentages, means, variances, and correlation coefficients with an introduction to nonparametric methods, analysis of variance, and multiple correlation.

EMPLOYEE ATTITUDE SURVEYS (ILR) 312. Credit three hours. Fall term. Prerequisite: one term of statistics.

Treatment of the methods used in designing, administering, and analyzing the results of sample surveys in the social studies, with particular emphasis on employee attitude surveys. Some of the topics to be covered are the role of surveys in a research program, the design and administration of questionnaires, simple techniques for the selection of samples, the processing of survey data by means of punched card equipment, and the interpretation of results.

HUMAN RELATIONS IN INDUSTRY

HUMAN RELATIONS (ILR) 220. Credit three hours. Fall term. Non-ILR students must secure permission of instructor at time of preregistration.

An analysis and appraisal of the social and psychological factors important in human relations in industry. The course is aimed at giving the student some general acquaintance with the field and some methods for approaching the human problems he is likely to encounter. Topics covered include appropriate orientation in terms of natural and social science, the equilibrium of the individual, the equilibrium of the group, factors affecting productivity, and the properties of industrial hierarchies.

Analysis is made of the students' summer work experience. Consequently, a diary kept by the individual student will be an important part of the course material. Non-ILR students who plan to take the course should consult the instructor before the beginning of the summer vacation.

PRINCIPLES OF HUMAN RELATIONS (ILR) 320. Credit three hours. Spring term. Prerequisite: Human Relations, ILR 220. (For students outside ILR, other courses may be accepted as substitute prerequisites if arrangements are made with the instructor.)

Description and illustrations of some principles governing human relations with particular reference to diagnosis of situations of social and psychological stress. Case material will be analyzed as a means of demonstrating use of the principles. Although problems important in industrial and labor relations are emphasized, they will be considered in a social and cultural context.

INDUSTRIAL EDUCATION

DEVELOPMENT OF WRITTEN INSTRUCTIONAL MATERIALS (ILR) 333. (Open to advanced undergraduate and graduate students.) Credit two hours. Fall term.

Study of the various types of written instructional materials used in educational programs, with emphasis on the procedures and techniques used in their preparation. The course deals with the application of educational principles to written instructional materials; analytical and other techniques used in developing the course of study or the outline of the content; formats; writing the manuscript copy; illustrating the instructional manual; reproduction processes for instructional materials; and the preparation of copy for the printer. The course content is applicable to the development of training manuals in industry, instruction manuals for vocational schools, textbooks, and other types of written instructional materials.

CONFERENCE LEADERSHIP AND OTHER INSTRUCTIONAL METHODS (ILR) 334. (Open to advanced undergraduate and graduate students.) Credit three hours. Fall term.

Study of the various methods of instruction applicable to adult groups, with special reference to workers and supervisors in industry. Content will include a review of educational objectives and principles of learning; demonstration and discussion of on-the-job training, group teaching, conferences, panels, symposiums, role playing, and other methods; applications of these methods to specific situations. Special emphasis will be placed on group discussion leadership, and students will be expected to lead group discussions on current topics and problems.

LABOR MARKET ECONOMICS AND ANALYSIS

THE CORPORATION (ILR) 240. Credit three hours. Fall term.

The course seeks to explore selected questions pertaining to the corporation, among which are the following: Why and how have corporations become important? Who owns them? Who controls them? How are they financed? What is the role of the investment banker? Of the securities exchanges? What is our tax structure and its significance in relation to corporate activity? What is the nature of union interest in corporate financial affairs?

ECONOMICS OF WAGES AND EMPLOYMENT (ILR) 340. Credit three hours. Either term. Prerequisite: Economics 105 and 106 or the equivalent.

A general analysis of the economic factors in the determination of wages and the terms of employment. Major aspects of the following topics will be studied: composition of the labor force; trends in money and real earnings and national income; theories of wages; trade union policies and practices and their effects upon wages and employment; economic aspects of governmental regulation of wages and hours; employment theories and policies.

COMPARATIVE ECONOMIC SYSTEMS: SOVIET RUSSIA (ILR) 341. Credit three hours. Fall term.

A comparative analysis of the principles, structure, and performance of the economy of Soviet Russia. Special attention will be devoted to industry and labor.

WAGE STRUCTURES (ILR) 440. Credit three hours. Spring term. Prerequisite: ILR 340 or its equivalent.

Analysis of wage relationships in different types of labor markets. Differences in wages as between industries, regions, localities, establishments, occupations, and individual workers. Relations between wage rates and other aspects of employment. Impact of the policies of managements, unions, and governments. Effects of wage differences on costs, efficiency, income, and employment.

WAGE TRENDS (ILR) 441. Credit three hours. Spring term. Prerequisite: ILR 340 or its equivalent.

Analysis of trends in money and real wages, annual earnings, and relative economic status of employees in various individual industries and in the economy as a whole. Evaluation of the factors which influence changes in wage levels in the long and short run and of the effects of such changes upon the economic welfare of workers and the economy.

LABOR UNION HISTORY AND ADMINISTRATION

LABOR UNION HISTORY (ILR) 350. Credit three hours. Fall term. Prerequisites: Economics 105-106.

The historical development of American labor movements before the Civil War is surveyed generally. Special emphasis is placed upon the rise of organized labor

movements in the United States since 1865. Problems which faced organizations such as the Knights of Labor, the AFL, and the CIO are discussed in detail, along with various theories of the labor movement which help to explain the historical developments which have occurred. A third of the course is then devoted to a study of the history and objectives of representative international unions within the AFL and the CIO.

LABOR UNION ADMINISTRATION (ILR) 351. Credit three hours. Spring term. Prerequisite: ILR 350.

A comprehensive review of the structure, government, and administrative problems of American labor unions as evidenced in the local union, joint boards, city centrals, state federations, internationals, and the national AFL and CIO. Detailed examination is made of labor union membership qualifications and rules, justice machinery, finances and dues, the labor press, research, education, public relations, political action, benefits and insurance, and cooperative ventures of unions. Emphasis is placed upon the relationship between the internal operation of unions and their collective bargaining activities. Each student is expected to make an intensive study of the administrative organization and operation of one international union.

CASE STUDIES IN LABOR UNION ADMINISTRATION (ILR) 451. Credit three hours. Spring term. Open to selected seniors and graduate students. (Not offered in 1953-54.)

A seminar concerned with an analysis of the day-to-day operations and responsibilities of various administrative levels in the American labor movement. Students will investigate areas of particular interest for their research contribution to the seminar.

THEORIES OF TRADE UNIONISM (ILR) 452. Credit three hours. Fall term. Prerequisite: ILR 350, 351, or equivalent.

This survey of the "classic literature" on trade unionism is a systematic review of the works of the leading British and American writers on the functions, devices, aims, and methods of trade unionism. The course is designed to cover the literature, develop theoretical frameworks, and provide a background for further research in trade union history.

PERSONNEL ADMINISTRATION

PERSONNEL ADMINISTRATION (ILR) 260. Credit three hours. Either term.

A study of the ways of working with employees, as individuals and in groups, to ensure the best use of individual capacities, the greatest amount of personal and group satisfaction, and maximum service to the employing organization. Consideration is given to the development and organization of personnel administration, factors influencing the administration and appraisal of personnel functions, including recruitment, selection, placement, training and communications, job evaluation, compensation, performance rating, transfer, promotion, separation, employee services, health and safety, records and reports, and research.

WAGE AND SALARY ADMINISTRATION (ILR) 361. Credit three hours. Fall term. Prerequisite: Personnel Administration ILR 260 or 560 or equivalent.

This course covers the development and administration of wage and salary programs including planning, designing, and conducting job analyses and job evaluation. Subjects covered include establishment and administration of wage and salary rate structures, pay surveys, performance and length-of-service adjustments, individual and group incentives, bonuses, commissions, profit-sharing, and other pay plans. There are discussions of differentials, annual improvement and cost-of-living adjustments, deferred, severance, and fringe payments. Case studies will be made of selected wage and salary programs.

TRAINING IN INDUSTRY (ILR) 364. Credit three hours. Spring term.

A study of the concepts and means used by management to develop skills, understandings, and attitudes of employees. Consideration is given to planning and administering training programs, including policy formation, coordination, staffing, selection of facilities, preparation of budget, use of records and reports, evaluation and publicity; and to both intermittent and continuous programs, including apprenticeship, job instruction, orientation, supervisory and executive development; and general education courses. Attention is given to determining training needs, objectives, and schedules, and to the selection of effective methods, devices, and incentives.

SUPERVISION OF PERSONNEL (ILR) 461. Credit three hours. Fall term. Seniors and graduate students. Not open to ILR students.

The responsibilities of the supervisor in planning, organizing, scheduling, and directing employee work effort; in selecting, training, motivating, rating, and compensating employees; in developing techniques for interviewing, adjusting complaints and grievances, and aiding in the solution of employee problems; in understanding aspects of protective labor legislation, labor relations law, and social security affecting employees supervised; and in maintaining adequate personnel records and reports. The supervisor's relationship to the union. Selected readings, case studies, discussions, and problems.

PERSONNEL SELECTION AND PLACEMENT (ILR) 462. Credit three hours. Spring term. Prerequisite: ILR 260 and ILR 210 or equivalent.

A study of the employment function in personnel administration. Designed to analyze the techniques and devices used in the recruitment, interviewing, testing, selection, and placement of personnel. Emphasis is placed on the appraisal of job applicants by means of the interview, personal history analysis, psychological tests, and physical examinations. Selection for promotion and the use of manning tables are discussed.

SOCIAL SECURITY AND PROTECTIVE LABOR LEGISLATION

PROTECTIVE LABOR LEGISLATION (ILR) 370. Credit three hours. Spring term.

A survey of the nature of the problems and the basis for state and federal legislation in fields such as industrial health and safety, minimum wages and hours, discrimination in employment, employment of women, and child labor. Special attention is given to state and federal minimum wage and hour laws, industrial health and safety regulations, and administrative organization. Proposals for amending existing legislation will be discussed.

PRINCIPLES OF INSURANCE (ILR) 371. Credit three hours. Fall term. Open to juniors, seniors, and graduate students.

An introductory course dealing with the economic and social aspects, the basic principles and practices, and the legal characteristics of insurance. The extensive use of insurance methods in industry, personal affairs, and government will be discussed.

SOCIAL SECURITY (ILR) 470. Credit three hours. Fall term. Prerequisite: ILR 370.

A historical and analytical study of the philosophy, legislative history, administration, and economic and social effects of social security programs as protection against economic loss due to industrial accident, temporary and permanent disability, illness, old age, premature death, and unemployment. Proposals for modifying or extending American social security legislation will be critically examined. Attention will also be given to private and voluntary efforts to provide security, employee benefit plans, and the problems of integrating public and private programs.

HEALTH, WELFARE, AND PENSION PLANS (ILR) 471. Credit three hours. Spring term. Open to seniors and graduate students.

An analysis and appraisal of private health, welfare, and pension plans. The course will consider the origin and development of employer, union, and joint programs and include critical examination of the financing, administration, and general effectiveness of the plans. Outside lecturers from business, unions, insurance companies, and government will be utilized.

INTERAREA COURSES IN INDUSTRIAL AND LABOR RELATIONS

DEVELOPMENT OF ECONOMIC INSTITUTIONS (ILR) 190, 191. Credit three hours each term. Fall and spring terms, respectively. Open only to ILR students.

This course is designed to give the student an understanding of the historical development of our economic institutions and the nature of the problems incident to economic change and development as part of the background for understanding and analysis of important present-day issues.

INDUSTRIAL OCCUPATIONS AND PROCESSES (ILR) 192. Credit three hours. Either term. Open only to ILR students.

An overview course in industrial occupations and processes. Weekly field trips include visits to representative plants within traveling distance of Ithaca.

DEVELOPMENT OF AMERICAN IDEALS (ILR) 290, 291. Credit three hours each term. Fall and spring terms, respectively. Not open to freshmen.

A historical and critical examination of Western, particularly American, political and social ideals, their origins and development.

The first semester will be directed to interests pressing and secured in contemporary American institutions and thought, including freedom of religion; freedom of speech, press, and assembly; civil rights; separation of powers; the writ of habeas corpus; freedom of labor; international aspects of civil liberties.

The second semester will be concerned with the development and character of democratic institutions and ideals of freedom, including representative government, the rule of law, ideas of justice, natural law, social and economic status and mobility, individualism, and pluralism.

Readings are taken from the classics of political and social thought and Supreme Court reports.

SURVEY OF INDUSTRIAL AND LABOR RELATIONS (ILR) 293. Credit three hours. Either term.

A survey for students in other divisions of the University. The course will include an analysis of the major problems in industrial and labor relations: labor union history, organization, and operation; labor market analysis and employment practices; industrial and labor legislation and social security; personnel management and human relations in industry; collective bargaining; mediation and arbitration; the rights and responsibilities of employers and employees; the major governmental agencies concerned with industrial and labor relations.

BUSINESS AND INDUSTRIAL HISTORY (ILR) 390. Credit three hours. Fall term. Prerequisite: Economics 105, 106, or the equivalent.

The economic development of selected major industries in the United States, such as coal mining, steel, railroads, printing, textiles, automobiles, building construction. Among the topics studied are business organizations, technological developments, markets, costs and prices, extent of monopoly and competition. Emphasis is placed upon the relation of developments in the industry to the position of workers and to collective bargaining.

SOURCES AND MATERIALS IN INDUSTRIAL AND LABOR RELATIONS (ILR) 391. Credit three hours. Spring term.

The objective of the course is to give the student a brief introduction to research methods and some familiarity with the broad range of materials available in the

field of study with which the School is concerned and with their practical application and use in industry, government, and labor. It is concerned with methods of research as applied to (1) library reference tools, (2) sources of administrative regulation, (3) legislative history and statutory law, (4) case materials, and (5) economic information and statistical data. Public and private research and information agencies, labor unions, and trade associations are considered in terms of the provision of information and research data. Problems selected insofar as possible on the basis of individual interest are assigned to acquaint the student with the use of these sources and with techniques of investigation.

PUBLIC RELATIONS (ILR) 490. Credit three hours. Fall term. Open only to seniors.

Development of public relations thinking and activities of American industry and labor; analyses of specific public relations problems and programs, e.g., relations of industry with communities, personnel, stockholders, customers, government, the general public, and relations of labor with union members, potential members, and management. Students will make case studies, organize public relations programs, and interpret them for communication via various media.

PUBLIC POLICY AND INDUSTRIAL AND LABOR RELATIONS (ILR) 491. Credit three hours. Spring term. For juniors and seniors by permission of the instructor. (Not offered in 1953-54.)

This seminar will be oriented around the central theme of industrial and labor relations from the standpoint of governmental processes, including policy development and administration. A number of visiting lecturers from government, labor, management, and other agencies will participate in the seminar. Two-hour periods are scheduled to permit adequate discussion. On the days on which no outside lecturers are scheduled there will be presentations and discussions by the professor in charge and by members of the seminar. Quizzes, examinations, reports, and outside readings will be an integral part of the course.

COMPARATIVE LABOR RELATIONS (ILR) 492. Credit three hours. Fall term. Open to advanced undergraduate and graduate students.

A survey of historic and contemporary developments in labor relations and the labor movements in several countries and areas. The foundations of the labor movements and the economic, political, social, and legal structure of labor-management relations will be examined. Attention will also be given to international labor organizations.

JOURNALISM FOR INDUSTRY AND LABOR (ILR) 494. Credit three hours. Spring term.

Straight news and feature publicity; writing, editing, and publishing for companies and unions: company newspapers and magazines, union newspapers, employee manuals, promotional brochures, and announcements.

METHODS OF RESEARCH IN THE SOCIAL SCIENCES (ILR) 497, 498. (Also Sociology 201, 202.) An interdepartmental course given cooperatively by the staffs of the departments and schools interested in coordinated research training. Throughout the year. Credit three hours each term. First term prerequisite to the second. Open to upperclass and graduate students. T Th 10 and a two-hour laboratory period to be arranged. Messrs. BRONFENBRENNER, DEAN, DEVEREUX, MOE, SUCHMAN, WILLIAMS, WHYTE, and other members of the cooperating departments.

Basic scientific methods used in current research upon human behavior. Course will include survey method, unstructured interviewing, participant field observation, content analysis, controlled and semicontrolled experiments and the analysis of documents. Lectures, demonstrations, case materials, laboratory and field sessions.

SPECIAL STUDIES (ILR) 499. Credit three hours. Either term.

Individual research by mature undergraduates under faculty direction.

The Graduate Program

ORGANIZATION OF GRADUATE WORK IN INDUSTRIAL AND LABOR RELATIONS

THROUGH the Graduate School of Cornell University the School of Industrial and Labor Relations offers an opportunity for candidacy for the degrees of Master of Industrial and Labor Relations (M.I.L.R.), Master of Science (M.S.), and the Ph.D. Students interested in working for the degree of Master of Education (M.Ed.) or Doctor of Education (D.Ed.) may become candidates for these degrees with specialization in industrial education.

The degree of Master of Industrial and Labor Relations (M.I.L.R.) provides for broad coverage in the field of industrial and labor relations for those anticipating general professional work. The amount of specialization is dependent upon the candidate's interest and previous training in the field. The Master of Science (M.S.) provides for concentration in two selected areas of study, including research and thesis presentation, for those with substantial basic preparation for industrial and labor relations. The Master of Education (M.Ed.) and the Doctor of Education (D.Ed.) with a major in industrial education are designed to prepare persons with experience in vocational industrial education, technical education, or industrial arts education for advanced positions in teaching and administration.

Work leading to the Doctor of Philosophy degree is designed to give the candidate a thorough knowledge of selected areas as well as comprehension of the broad field of industrial and labor relations and to train him in the methods of research and scholarship in that field. The Ph.D. candidate is expected to maintain a high grade of achievement and to show evidence of ability in independent investigation and study.

Residence, language, and other detailed requirements for the degrees of Master of Science and Ph.D. are described in the *Announcement of the Graduate School*. Requirements for the Master of Education and the Doctor of Education degrees are described in detail in the *Announcement of the School of Education*. Certain of the general requirements for these degrees are described below. The requirements for the degree of Master of Industrial and Labor Relations are, with the approval of the Graduate School, administered by the School of Industrial and Labor Relations and are described in detail below.

ADMISSION OF GRADUATE STUDENTS

Admission to graduate standing is determined by the Graduate School. Candidates for advanced degrees in the field of industrial and labor relations will be recommended to the Graduate School for admission in terms of the following criteria:

1. The nature of previous academic preparation.
 - a) The Master in Industrial and Labor Relations: the applicant should have a Bachelor's degree in liberal arts, business administration, engineering, or other approved fields, with adequate preparation for graduate work in industrial and labor relations.
 - b) The Master of Science or Ph.D.: the applicant should have previous academic training in social science with emphasis in one or more of the following fields: economics, industrial relations, industrial education, labor problems, personnel management, psychology, sociology, statistics.
 - c) The Master of Education or Doctor of Education with a major in industrial education: the applicant should have background including trade, technical, or industrial arts training and relevant industrial or teaching experience.

2. The capacity for graduate study.

The level of previous academic study and the results of aptitude tests are considered. Applicants are urged to submit results of the Graduate Record Examination.

3. Work experience.

Practical experience with labor, management, and government agencies dealing with industrial and labor relations or, with respect to those with a major in industrial education, experience in industrial teaching or administration of industrial education is an important aspect of the admission requirement.

For admission to candidacy for the M.I.L.R. degree, the candidate must present a minimum of nine months of approved full-time work experience of a suitable nature or a plan for obtaining it before completion of the course requirement for the degree.

Applications for admission to graduate study should be in the hands of the Dean of the Graduate School by February 15 for September admission and by November 15 for February admission.

It is emphasized that the Field of Industrial and Labor Relations desires interviews with all graduate applicants. If at all possible, persons interested in admission should arrange for a visit to Ithaca. Inquiries concerning admission interviews should be directed to the Secretary of the Graduate Committee, New York State School of Industrial and Labor Relations.

EXPENSES FOR GRADUATE STUDENTS

TUITION AND FEES

Tuition fee (per term)	\$150.00
General fee (per term)	67.50
Registration deposit (upon provisional acceptance, unless previously matriculated at Cornell University)	28.00
Summer Session tuition (per session)	125.00
Summer Session general fee (per session)	20.00

The above fee schedule represents the principal charges made to the graduate student by the University. A more complete description of the fee schedule, including charges for vehicle registration, parking permits, refunds, and method of fee payment, is included in the *Announcement of the Graduate School*.

LIVING COSTS

Recent estimates of living costs for graduate students indicate an average expenditure of \$100 per month for room and board. Expenditures for books and supplies will approximate \$50 a term.

GRADUATE ASSISTANTSHIPS, SCHOLARSHIPS,
AND FELLOWSHIPS

GRADUATE ASSISTANTSHIPS

The position of graduate assistant in the School of Industrial and Labor Relations is designed to provide the School with qualified personnel for various types of work of importance to the School and at the same time to provide educational opportunities for outstanding graduate students. The graduate assistantship assignment is such that during the academic year the assistant spends twenty hours a week on various types of work, such as assisting in instruction, research projects, or extension work. Residence credit for holders of these graduate assistantships is limited to three-quarters' residence per term.

The salary provided by the assistantship is at the rate of \$1,896 per calendar year or for shorter periods at the rate of \$158 per month. In addition, under present circumstances, up to half of the Graduate School tuition may be waived. The assistantship does not cover fees in the Graduate School nor tuition in the Summer Session. Applications for graduate assistantships to begin September, 1954, should be received not later than February 15, 1954, and for February, 1955, not later than November 15, 1954. Announcement of September appointments will be made on or after April 1, 1954.

Opportunities for obtaining experience in research are normally available for graduate assistants during the summer months. Such assistantships may entail full-time work. Under certain circumstances, residence credit may be earned by assistants during the summer.

Applicants for admission to graduate study in industrial and labor relations who are interested in applying for graduate assistantships should write to the Director, Office of Resident Instruction, New York State School of Industrial and Labor Relations, for application material.

SCHOLARSHIPS AND FELLOWSHIPS

The Graduate School of Cornell University has a number of general scholarships and fellowships for which candidates in all fields of the Graduate School may be considered. These include: four Cornell University Senior Graduate Fellowships (\$2100-\$2500); eighteen Cornell University Junior Graduate Fellowships (\$1300-\$1700); two Allen Seymour Olmstead Fellowships (\$1400-\$1800); and the Phi Kappa Phi Scholarships (\$200). In addition, there are a number of tuition scholarships available. Additional information and application forms may be secured from the Graduate School Office, 125 Edmund Ezra Day Hall.

Attention is also directed to the Social Science Research Center Fellowships (\$2300-\$3100) for exceptionally well qualified Ph.D. candidates in social science who are concentrating in problems of human behavior. Application should be made to the Director of the Social Science Research Center, Cornell University.

The School of Industrial and Labor Relations has available four tuition scholarships normally awarded to students from foreign countries. Applications for these scholarships should be made to the Dean of the Graduate School.

Applications for the above fellowships and scholarships should be made by February 22.

Funds granted to Cornell University by the Carnegie Corporation of New York permit the appointment of fellows in industrial psychiatry. The purpose of the fellowships is to provide an opportunity for trained psychiatrists to study at the New York State School of Industrial and Labor Relations and to apply psychiatric knowledge and methods to the problems of industry in actual plant situations. The fellowships are granted for a period of two years. Applicants must hold an M.D. degree and have completed a minimum of two years of approved training in psychiatry.

DEGREE REQUIREMENTS

RESIDENCE

A minimum of two terms of residence for the Master's degree and six terms of residence for the Ph.D. degree has been established by the Graduate School. The program requirements for the degrees of Master of Industrial and Labor Relations and of Master of Science are such, however, that under most circumstances a minimum of three terms of

study will be necessary. More than three terms may be required, depending on the adequacy of prior preparation, the academic work load, and similar factors. Under appropriate circumstances and with the approval of the Dean of the Graduate School, residence credit can be earned during the summer. Graduate students who hold assistantships requiring up to twenty hours of work a week for the School are limited to a maximum of three-fourths of a term of residence credit each semester.

ACADEMIC PROGRAMS

Master of Industrial and Labor Relations

A candidate for the degree of M.I.L.R. follows a program of study designed to fulfill the requirements outlined below. In planning the program of study the candidate is aided by an adviser and may arrange his program to permit flexibility in the sequence of courses and seminars in meeting the requirements. Three terms of study with a minimum of two residence units and twelve courses or seminars are required. In addition to the formal requirements, candidates will in many instances want to spend time on special reading, informal study, or course work and will be encouraged to do so with appropriate relation to interest, prior preparation, and objectives.

There are four basic requirements for the M.I.L.R. degree, as follows:

Requirement A. A candidate will be required to demonstrate competence in each of the eight subject matter fields of the School.

A candidate who demonstrates competence in meeting Requirement A by exemption or by examination may elect, in consultation with his adviser, other courses or seminars to fill out his program. In any case, however, a total of eight courses or seminars will be needed to satisfy Requirement A. The basic courses referred to above for subject matter fields are as follows:

Collective Bargaining, ILR 500

Economic and Social Statistics, ILR 510

Human Relations in Industry, ILR 520

Industrial Education, ILR 530

Labor Market Economics and Analysis, ILR 540

Labor Union History and Administration, ILR 550

Personnel Administration, ILR 560

Social Security and Protective Labor Legislation, ILR 570

Requirement B. A candidate will be required, in addition, to complete satisfactorily four graduate seminars or courses, either from within the School or elsewhere in the University, as determined in consultation with the student's adviser. One of the four seminars or courses shall be in written communications. The seminar in written communications is planned as one which will provide practice in the finding of

material and its presentation in appropriate report form. It is expected to be taken early in the student's graduate program.

Requirement C. Removal of any deficiency in the required minimum of nine months of work experience. Note the admission requirement stated on page 33.

Requirement D. Satisfactory completion of a final comprehensive examination in the field of industrial and labor relations. The comprehensive examination shall be taken near the end of the third term unless, in the opinion of the Graduate Committee, unusual circumstances warrant a change. The result of the student's comprehensive examination and grades in course work will constitute the basis for recommendation for the degree by the Industrial and Labor Relations Division of the Graduate School.

Master of Science

A candidate for the Master of Science (M.S.) degree works under the direction of a Special Committee composed of two members of the Faculty. For the degree of M.S., selection of the major subject is made from the list given below. The minor subject may be selected either from this list or from other subjects in the University approved by the Graduate School for major or minor study. The specific program to be taken by a candidate will be arranged with the approval of the candidate's Special Committee. In addition to courses and seminars available in this School, candidates may select offerings from other divisions of the University. The M.S. candidate must complete satisfactorily, not later than the end of the first month of his second term of residence, a language examination in one foreign language designated by the Chairman of his Special Committee. The candidate must also complete an acceptable thesis. The thesis is ordinarily written in the candidate's major field and under the direction of the Chairman of his Special Committee. Details as to program, foreign language, thesis, and examination requirements may be determined after the selection of the Special Committee.

Doctor of Philosophy

A candidate for the Ph.D. degree works under the direction of a Special Committee composed of three members of the Faculty. The program for a Ph.D. candidate is arranged and approved by the Special Committee in accordance with the following general requirements for the Ph.D. degree:

1. A minimum of six terms of residence as a graduate student.
2. The satisfactory completion, under the direction of a Special Committee, of work in one major subject and two minor subjects. The

candidate is encouraged to take one of the minor subjects outside the field of industrial and labor relations.

3. Certain requirements in foreign language.
4. The presentation of an acceptable thesis.
5. The passing of a qualifying examination and a final examination.

The candidate is advised to consult the *Announcement of the Graduate School* for further details concerning the requirements for the above degrees.

APPROVED MAJOR AND MINOR SUBJECTS FOR THE M.S. AND PH.D. DEGREES

Collective Bargaining, Mediation, and Arbitration

Economic and Social Statistics

Human Relations in Industry

Industrial and Labor Relations Problems (available as a minor for candidates majoring in fields outside industrial and labor relations)

Industrial Education

Labor Market Economics and Analysis

Labor Union History and Administration

Personnel Administration

Social Security and Protective Labor Legislation

Candidates for the M.S. and Ph.D. degrees proposing to major in industrial and labor relations must select a major area of specialization from the above subjects. The minor subjects may be selected either from this list or from other subjects in the University approved by the Graduate School for major or minor study. Candidates for the Master of Industrial and Labor Relations do not select majors or minors but, rather, follow a program designed to provide broad coverage and some specialization in the field of industrial and labor relations.

For both the M.S. and Ph.D. degrees emphasis is placed upon independent study and research. The following are minimum requirements prerequisite to the independent investigations required for these degrees:

COLLECTIVE BARGAINING, MEDIATION, AND ARBITRATION. For a major in this subject, the candidate must show knowledge of (1) the history, current developments, and issues in labor relations, collective bargaining practices and procedures; (2) the content of trade agreements in different types of industry; (3) state and federal legislation in the field of labor relations, collective bargaining, mediation, and arbitration; (4) leading cases in the field of labor law; (5) administrative agencies and their functions.

For a minor, (1), (3), and (5) are required.

ECONOMIC AND SOCIAL STATISTICS. For a major in this subject the candidate must show (1) good command of the principles of statistical reasoning; (2) proficiency in the use of statistical methods and in the processing of statistical data; (3) qualified skill in the application of proper statistical tools of analysis to a specific topic in

economics or social studies, including a thorough knowledge of statistical sources; (4) knowledge of differential and integral calculus.

For a minor, (1), (2), (3) are required, the level being less advanced than for a major.

HUMAN RELATIONS IN INDUSTRY. For a major in this subject, the candidate must present (1) acquaintance with the fields basic in human and social behavior including biology, the physiology of the nervous system, and the psychology of the individual; (2) comprehensive knowledge of relevant areas in social psychology and cultural anthropology, especially the fundamentals of individual and group behavior and the nature of institutions; (3) familiarity with the principal human relations problems commonly found in industrial and labor relations and the bearing of these problems on other fields such as collective bargaining, labor organization, management organization, economics, and law; (4) knowledge of the problems involved in the relationship between industries and communities; (5) thorough knowledge of pertinent research techniques and methods employed in human relations problems; (6) knowledge of resources generally available in educational techniques and in community services that have bearing on human relations problems.

For a minor, (1), (2), and (3) are required.

INDUSTRIAL AND LABOR RELATIONS PROBLEMS. (Offered as a minor only to graduate students in fields of study other than Industrial and Labor Relations.)

A candidate for an advanced degree must have a general understanding of the subject matter in the field of industrial and labor relations. In order to prepare for a minor in this field, the candidate will normally complete three to five courses in accordance with a program approved by his special committee.

INDUSTRIAL EDUCATION. For a major in this subject, the candidate must show (1) comprehensive understanding of industrial and technical education programs in industry and in public and private educational institutions; (2) ability to develop analyses for instructional purposes and prepare educational or training programs based upon analyses; (3) understanding of economic, social, and scientific factors which may influence industrial and technical education programs; (4) understanding of instructional methods and their application in learning situations; (5) ability to apply administrative and supervisory principles to industrial and technical education programs; (6) knowledge of sources of information in this field.

For a minor, (1), (2), (4) are required.

LABOR MARKET ECONOMICS AND ANALYSIS. For a major in this subject, the candidate must show (1) comprehensive knowledge of the factors governing labor supply and demand; (2) thorough understanding of basic economic processes, especially in relation to employment, national income, production, wages, prices, and profits; (3) qualified skill in analyzing some specific labor market relationship such as manpower, labor mobility, wage determination, wage differentials, changes in wage structures, productivity, labor costs, or consumer incomes and expenditures; (4) competence in the use and application of quantitative methods; (5) knowledge of the history and the literature related to the subject.

For a minor, (1), (2), and (4) are required. When this subject is elected as a major, labor economics may not be elected as a minor.

LABOR UNION HISTORY AND ADMINISTRATION. For a major in this subject, the candidate must present (1) a working knowledge of American history and of the history of the American labor movement; (2) a working knowledge of the government and administration of the American labor movement; (3) specific and detailed knowledge of the history, government, and administration of international

and national labor unions in the United States; (4) familiarity with types of union leadership and rank-and-file behavior; (5) familiarity with the history, government, and administration of labor movements in other countries; (6) detailed knowledge of the bibliography and sources of information in this field.

For a minor in this subject (1), (2), and (6) are required.

PERSONNEL ADMINISTRATION. For a major in this subject, the candidate must present (1) comprehensive knowledge of the general principles of administration, including personnel organization, techniques, and operation; (2) ability to appraise critically personnel methods and procedures; (3) knowledge of labor and industrial legislation and functions of government as they relate to the personnel function; (4) knowledge of business and labor organizations and their impact on personnel relations; (5) insight concerning the basic attitudes modifying the relationships between individuals, groups, and organizations; (6) detailed knowledge of the bibliography and sources of information in this field.

For a minor, (1), (2), (3), and (6) are required.

SOCIAL SECURITY AND PROTECTIVE LABOR LEGISLATION. For a major in this subject, the candidate must show (1) familiarity with the sources and nature of insecurity; (2) a comprehensive knowledge of the origin, development, constitutionality, and administration of legislation in such fields as social insurance, minimum wages and hours, protection of women and children, discrimination, health and safety, workmen's compensation, public assistance, and labor relations; (3) an understanding of the origin, development, administration, economic impact, and importance of employee benefits plans in the total pattern of social security in the United States; (4) a knowledge of the efforts of labor, industry, and the community to meet these problems on a voluntary basis; (5) familiarity with one special field of legislation and the administrative and legal experience in that field; (6) a knowledge of the past and current proposals for improving and extending legislation.

For a minor, (1), (2), and (3) are required.

GRADUATE COURSES AND SEMINARS

Undergraduate courses may often form an appropriate part of the graduate student's program, hence attention is directed to Industrial and Labor Relations undergraduate offerings described elsewhere in this *Announcement*. Graduate students in the Field of Industrial and Labor Relations may also enroll in courses and seminars offered in other Fields of the Graduate School. In the School of Industrial and Labor Relations graduate courses are numbered 500 to 599, graduate seminars are numbered 600 to 699.

COLLECTIVE BARGAINING, MEDIATION, AND ARBITRATION

MTS. MCKELVEY, MESST. CARPENTER, JENSEN, KONVITZ, WINDMULLER

COLLECTIVE BARGAINING (ILR) 500. Fall and spring terms.

A comprehensive study of collective bargaining with special emphasis being given to legislation pertinent to collective bargaining activities as well as to the techniques and procedures of bargaining and to the important substantive issues that come up in negotiation and administration of the collective agreement. Attention will also be given to problems of handling and settling industrial controversy.

COLLECTIVE BARGAINING — LABOR RELATIONS LAW AND LEGISLATION (ILR) 600. Fall term.

An intensive study of some of the more difficult phases of labor relations law and legislation, e.g., union security provisions in federal and state law; alleged monopolistic practices of unions in relation to workers, employers, and the national economy; limitations on picketing; suits for damages by and against unions; rights of employees in industries affected with a public interest; scope of collective bargaining; national emergency strikes; free speech for employers; legal control of Communist-led unions; work-jurisdictional disputes; rights of strikers; the boycott.

COLLECTIVE BARGAINING—CONTRACTUAL RELATIONS (ILR) 601. Spring term.

An intensive analysis of the substantive issues in labor-management relations. Special consideration is given to the techniques and procedures used in drafting and administering the collective agreement, with emphasis being placed on the day-to-day problems that grow out of the administration of labor-management relations.

PROBLEMS IN LABOR LAW (ILR) 602. Spring term. Open to a limited number of seniors by permission of instructor.

Intensive analysis of selected groups of legal problems arising out of labor relations, based on documentary materials including briefs, minutes, court, and agency proceedings. Weekly or biweekly written reports are required.

GOVERNMENT ADJUSTMENT OF LABOR DISPUTES (ILR) 603. Fall term.

This seminar will offer opportunity for individual research work centered in some of the vital areas in this field such as compulsory arbitration, fact finding, seizure, and the handling of disputes during national emergencies.

ECONOMIC AND SOCIAL STATISTICS

MESSIS. BLUMEN, MCCARTHY, MORTON

ECONOMIC AND SOCIAL STATISTICS (ILR) 510. Fall and spring terms.

A nonmathematical course for graduate students in the social studies without previous training in statistical method. Emphasis will be placed on discussion of technical aspects of statistical analysis and on initiative in selecting and applying statistical methods to research problems. The subjects ordinarily covered will include analysis of frequency distribution, time series (including index numbers), regression and correlation analysis, and selected topics from the area of statistical inference.

ECONOMIC STATISTICS (ILR) 610. Fall term.

The seminar will be devoted to the study of selected topics from economic statistics and applied econometrics.

MATHEMATICAL PROBLEMS IN THE SOCIAL SCIENCES (ILR) 613. Spring term. Prerequisite: two terms of statistics and/or mathematics, or the permission of instructor.

Mathematical formulations in the social sciences will be discussed critically in terms of illustrations relevant to the interests of members of the seminar. Examples of problems which may be considered are those which occur in dealing with accident proneness, the relation between individual values and social choice, mathematical models of opinion change, etc. Attention will be directed toward the logical structure of suggested solutions rather than toward development of manipulative techniques.

THEORY OF SAMPLING (ILR) 614. Spring term. Prerequisite: calculus and one course in statistics beyond the introductory level.

A companion course to ILR 310, Design of Sample Surveys, stressing the development of the fundamentals of sampling theory. Attention will be paid to recent progress in the field. Occasional illustrative material will be given to indicate the application of the theory.

HUMAN RELATIONS IN INDUSTRY

MESSRS. BURLING, SMITH, WHYTE

HUMAN RELATIONS (ILR) 520. Spring term.

An analysis of the relation of the individual to his work group and of the group to the larger industrial organization, dealing with these problem areas: comparative structures of work organizations, human elements in supervision, economic incentives and motivation, factors promoting conflict or cooperation in industry, human relations in unions.

METHODS OF HUMAN RELATIONS RESEARCH (ILR) 620. Spring term. Prerequisite: consent of instructor.

Emphasis will be placed upon methods of interviewing, observation, and measurement of interaction. Students will be required to spend a minimum of one day a week in field work on an actual project or in a training experience.

THE DYNAMICS OF PERSONALITY (ILR) 622. Fall term. Permission of the instructor is required.

Individual motivations, patterns of behavior, and personality organization, and their developmental history. The students submit themselves in turn for questioning and analysis by the other members of the seminar.

HUMAN RELATIONS (ILR) 623. Fall term. Permission of the instructor is required.

Practice in field observation and in developing and testing hypotheses for research in human relations.

CLINICAL TREATMENT OF GROUP PROBLEMS (ILR) 624. Spring term. Permission of the instructor is required.

In this seminar the members will attempt to discover the principles on which therapy of group disequilibriums, analogous to the principles of treatment of personality disequilibriums, might be based. The similarities and dissimilarities between equilibrium of the personality and of the group will be explored, the methods and principles of individual therapies will be examined, and the possibility of adapting these to group problems will be considered. Available records of clinic efforts to deal therapeutically with group imbalances will be examined in an effort to test the validity of the conclusions reached.

INDUSTRIAL EDUCATION

MESSRS. BROPHY, EMERSON

INDUSTRIAL EDUCATION (ILR) 530. Spring term.

A graduate course providing a broad overview of educational principles and practices pertaining to training within industry, workers' education, and industrial education in public and private institutions. Basic principles of adult education; methods of teaching adults; development of courses of study; appraisal and development of instructional materials; organizational patterns of program; legislation affecting industrial education; interrelationships between public industrial education, management, and organized labor.

INDUSTRIAL EDUCATION (ILR) 631. Spring term. (Not offered in 1953-54.)

A graduate seminar dealing with problems of special importance in the field of industrial education within industry and in public industrial and technical institutions at the present time.

LABOR MARKET ECONOMICS AND ANALYSIS

MESSTERS. CLARK, FERGUSON, RAIMON, TOLLES

LABOR MARKET ECONOMICS (ILR) 540. Prerequisites: graduate standing, and either six semester hours of college economics or consent of instructor. Spring term.

A comprehensive treatment of the economic aspects of the employment of labor. Applications of theory, history, and recent findings to the analysis of the demand and supply of labor under defined conditions. Employment, wages, and employee benefits in relation to the operation of the industrial enterprise and the functioning of the economy as a whole.

SEMINAR IN LABOR MARKET ECONOMICS (ILR) 640, 641. Fall and spring terms, respectively.

Preparation, defense, and group discussion of individual papers on selected topics in labor market economics. Each seminar paper will involve an analysis of some specific problem, policy, theory, or relationship as selected by the individual student, subject to approval of the seminar group. Acceptable topics relate to such areas as wage or employment trends or relationships; wage-cost or wage-price relationships; labor mobility; manpower utilization. Admission for first term, second term, or both terms, with consent of instructor.

LABOR UNION HISTORY AND ADMINISTRATION

MESSTERS. NEUFELD, PERLMAN

LABOR UNION HISTORY AND ADMINISTRATION (ILR) 550. Fall term.

A systematic survey of the history and administration of the American labor movement, with special emphasis on developments since 1890; an analysis of the internal structure and administration of labor unions as reflected in their constitutions, ranging from the level of the national AFL and CIO to the local unions and shop committees; and an appraisal of the realities of union administration as distinguished from the constitutional provisions.

LABOR UNION HISTORY AND ADMINISTRATION (ILR) 650. Spring term.

Special, intensive studies in the history, structure, administration, government, and internal management of labor unions and confederations of unions. During each semester a different phase of labor union history and administration will be examined. Examples of such problems, varying from semester to semester, are: the problem of unity in the American labor movement; left-wing unionism; the purposes and techniques of great organizational drives; unions and political action; the role of business and unionism in American life; unions and the community; unions and their relationship with government; unions and international affairs; and the accomplishments of labor unions in such fields as education, banking, housing, pension systems, health and welfare services, cooperatives, public relations, and community services.

THEORIES OF INDUSTRIAL AND LABOR RELATIONS (ILR) 651. Fall term.
(Not offered in 1953-54.)

A study of some of the significant ideas of the role, aims, achievements, and failures of trade unionism in relation to society. Among works considered will be those of Adam Smith, John Stuart Mill, W. Stanley Jevons, Harold J. Laski, and Karl Mann-

heim, among British writers; and Richard T. Ely, John R. Commons, Robert Franklin Hoxie, Elton Mayo, Selig Perlman, John Maurice Clark, and Sumner Slichter, among American writers.

READINGS IN LABOR UNION HISTORY AND ADMINISTRATION (ILR) 654. Fall term. Open to graduate students and selected seniors.

A seminar covering intensively in historical sequence the key documents, studies, and memoirs of the American trade union movement. Students will read systematically and discuss source and secondary materials on the subject. The seminar is primarily designed to aid doctoral students in orienting themselves thoroughly in the field.

PERSONNEL ADMINISTRATION

MESSTERS. BROOKS, BROPHY, CORVINI, GORDON, RISLEY

PERSONNEL ADMINISTRATION (ILR) 560. Fall and spring terms.

A basic graduate course covering the major areas of personnel administration. Emphasis will be placed on the staff and service functions including relationship of personnel to other operations; functions of the personnel administrator; organization of the personnel functions; personnel policies; communication; recruitment, selection, and placement; promotion and transfer; job analysis; service ratings; training; hours and wages; morale, safety, and health; employee services; and personnel research. Extensive readings from the literature in the field, problems, case studies, and discussions.

PERSONNEL ADMINISTRATION (ILR) 660, 661. Fall and spring terms, respectively.

A seminar in which intensive study will be made in a few selected areas of personnel administration each term, for example, one or two of the following: development and implementation of personnel policies; supervisory development; wage and salary administration; communication; comparative personnel practices; employee and performance ratings; attitude surveys; and grievances. Individual and group research projects are emphasized and are reviewed in seminar discussions. In addition, readings, case studies, and addresses by guest speakers are included.

SOCIAL SECURITY AND PROTECTIVE LABOR LEGISLATION

MESSTERS. MACINTYRE, MCCONNELL

SOCIAL SECURITY AND PROTECTIVE LABOR LEGISLATION (ILR) 570. Fall term.

A course dealing primarily with the fundamental aspects of employee protection and income security. Emphasis will be placed upon state and federal minimum wage and hour laws, health and safety legislation, employee benefit programs, and the social insurances. The underlying causes of the legislation, as well as the legislative history, the administrative problems and procedures, and the social and economic impact of the legislation will be studied. The parallel development of private industry programs will also be discussed.

COMPARATIVE SOCIAL AND LABOR LEGISLATION (ILR) 670. Spring term.

The seminar is designed as a comparative study of social security, minimum wage and hours, child labor, women in industry, health and safety, and other types of social legislation in the United States and foreign countries. Emphasis will be given to the content of laws and their administration and also to the economic and social conditions which promoted the legislation and the effects of the laws on the economy.

of the nation and the structure of industry. The seminar will consist of research reports, lectures, and discussions (with occasional visiting lecturers) on the various types of legislation under discussion.

CURRENT ISSUES IN SOCIAL SECURITY (ILR) 671. Fall term.

A careful examination of the basic and current issues arising in government, union, and management programs providing protection for income and essential welfare services. The economic and administrative problems and interrelationships of private and public plans will be studied. Attention will also be directed to relevant foreign experience in social security. The course will be conducted as a seminar with readings of original documents, research reports, discussions, and occasional lectures.

INTERAREA COURSES IN INDUSTRIAL AND LABOR RELATIONS

WRITTEN COMMUNICATIONS (ILR) 590. Fall and spring term.

This course deals with the preparation of the various types of written communications commonly found in the field of labor-management relations, with the objective of developing ability to prepare written communications that are well organized, clearly written, in conformity with acceptable English usage, and easily understood by those to whom they are addressed. Topics include analysis, classification, and organization of data; acceptable English usage; writing style; readability of written matter; portrayal of data through illustrations, including charts and graphs; and educational principles applied to writing. Procedure will include class discussion of basic principles, reading of selected articles dealing with writing techniques, and a large amount of writing and revision of communications of various types.

PROBLEMS IN INTERNATIONAL LABOR RELATIONS (ILR) 691. Spring term. Open to graduate students and to a limited number of undergraduate students by permission of the instructor.

Students will examine selected major problems in industrial relations in the light of international experience; the latter will be used, as it were, as a substitute for the laboratory experiment of the natural scientist. Problems such as industrial relations in underdeveloped areas, wage policy under full employment, and the relations between trade unions and political action are among those to be examined. Other major issues may be considered if time permits, taking into account students' interests and previous training. The students will be expected to engage in research in these topics and to present their findings to the seminar.

SEMINAR IN RESEARCH METHODS (ILR) 695. Spring term.

The seminar is designed to develop appreciation of the scientific method and its application to research in industrial and labor relations. Emphasis will be placed on the methodological content of various studies in industrial and labor relations and on the planning and execution of research. The seminar is open to all graduate students subject to approval by the instructor. Students with work in progress are especially welcome.

SPECIAL STUDIES (ILR) 699.

Directed research in special problems.

Summer Program

CREDIT COURSES

THE School of Industrial and Labor Relations, in conjunction with the Cornell University Summer Session, offers credit courses designed primarily to meet the needs of persons in industry, labor, government, and education. Both undergraduate and graduate instruction is available in courses usually of six weeks' duration.

The *Announcement of the Summer Session* and application forms for admission are available from the Director of the Summer Session. A student planning to become a candidate for an advanced degree from Cornell University should apply for admission not only to the Director of the Summer Session but also to the Dean of the Graduate School.

Registration for the six weeks' Summer Session in 1954 will take place July 6, and classes will begin July 7, extending through August 14. Courses which will be offered during 1954 include:

INDUSTRIAL EDUCATION

- ILR 332 Development of Courses of Study in Industrial Education
- ILR 631 Seminar in Current Problems in Industrial Education
- ILR 634 Industrial Education in Smaller Communities
- ILR 636 Methods and Materials in Adult Education
- ILR 699 Special Studies

INDUSTRIAL AND LABOR RELATIONS

- ILR 260 Personnel Administration
- ILR 293 Survey of Industrial and Labor Relations
- ILR 400 Collective Bargaining Today
- ILR 442 Economics of the Labor Market
- ILR 451 The American Labor Union
- ILR 461 Supervision of Personnel
- ILR 699 Special Studies

NONCREDIT SEMINARS AND WORKSHOPS

In the summer of 1954 the School is again offering a series of one-week noncredit seminars and workshops. These units are designed for "practitioners," and consequently each will give specific emphasis to an operational area of the field. The titles are:

Personnel Selection and Placement
Community Relations
In-Plant Communications
Problem Solving Conferences
Health, Welfare, and Pension Plans
Design and Use of Attitude Surveys
Annual Wage Issues

A number of conferences and institutes will also be conducted by the School. A special announcement covering the summer program of the School, including details of cost and content, may be obtained by writing to the Office of Resident Instruction, New York State School of Industrial and Labor Relations.

SUMMER SESSION CHARGES

The tuition fee for the six weeks' Summer Session is \$125. All Summer Session students are charged a fee of \$20 for health and infirmary service, administrative services, and student union membership.

The Library

BECAUSE of the nature of the subject matter with which the School is concerned, considerable emphasis has been given to the provision of adequate library service to supplement the resident teaching program and to assist the work of the Research and the Extension Divisions.

In addition to the resources of the University and other specialized libraries, the School has assembled a comprehensive book collection of more than 22,000 volumes in the field of industrial and labor relations. It receives regularly periodicals, labor union journals, business and industrial publications, press releases, and labor-management services. Important collections of noncurrent books and documents have been acquired, and additional materials are constantly being added.

Documentary materials provide original sources of data and offer opportunity for laboratory work by the student as well as furnishing resources for research by the School staff. A separate unit in the Library is carrying on the work of building up a documentation center which already includes extensive files of published and unpublished documents and records of labor organizations and industrial concerns. Comprised in the collection are collective agreements, supervisors' manuals, employee handbooks, pension plans, arbitration awards, federal and state labor and social security legislation, and legal documents on labor cases.

In order that the student may acquire facility and confidence in research methods and in the use of published material, guidance and reference services are made available to all students on an informal and personal basis. Restrictions in the use of library materials by students have been kept to a minimum, and the aim of the School has been to provide whatever the student may need in connection with his work as quickly as possible without discouraging barriers.

Through the Extension Division, books, pamphlets, and other materials are sent to extension classes throughout the State. These are loaned from the Traveling Libraries Section of the New York State Library or from the School library directly to the instructor, who at his discretion may loan them to his class.

Information service by mail to groups and individuals in New York State is a growing function of the Library. As a part of this service the Library prepares and distributes a monthly bulletin, *Abstracts and Annotations*, summarizing current reports and periodical articles on prob-

lems with which the School is concerned. Through the extension of specialized library service beyond the limits of the Cornell campus, it is hoped to contribute to the accomplishment of one of the School's principal aims — the dissemination of authoritative information for the better understanding of the problems in industrial and labor relations.

Institute of International Industrial and Labor Relations

IN RESPONSE to increasing interest and commitment in foreign affairs, the Institute of International Industrial and Labor Relations was established by the School in June, 1951. The Institute is organized within the framework of the School to provide an expanded and integrated program of instruction and research in the field of international industrial and labor relations. By such a program and through the exchange of both students and scholars, the School hopes to train young people for work in this field and to improve the understanding of industrial and labor relations at home and abroad.

Programs developed thus far include: (1) short-course programs for foreign groups sponsored by federal government agencies (those who have studied at the School include three groups of German trade union leaders; management, labor, and government representatives from France; the Norwegian Wage Board; Turkish engineers; and three groups of German industrial relations trainees); (2) several research projects already started and others in the planning stage; (3) additional courses established for both undergraduate and graduate students.

Students who wish to concentrate in the area of international labor and industrial relations will have available not only various course offerings in the School but also course offerings and research elsewhere in the University. For example, the Department of Far Eastern Studies offers opportunities for graduate work and research in the Southeast Asia Program, and work in the field of international relations is available in the Department of Government.

Extension

THE EXTENSION Division of the School offers educational services without college credit for labor, management, government, civic, public school, and community groups throughout the state.

Educational services are developed in each community to meet local needs. Programs offered include organized evening classes, lecture series, and conferences and institutes, as well as panel discussions, forums, and single lectures. Conferences and institutes are conducted on the campus at Ithaca as well as in various New York State communities and usually run for periods of from one day to four weeks. Evening classes may be of any length but usually are held one evening a week from six to ten weeks. These services are provided at times and places most convenient to the group concerned.

Field representatives of the Extension Division maintain contact with leaders in the various communities in an effort to determine educational needs which can appropriately be met by the School. On request, they meet with representatives of specific groups or of the general community to plan programs to meet these needs.

The School believes that one of its primary functions should be that of stimulating and assisting labor, management, and other interested groups to provide educational services in the field of industrial and labor relations. Its representatives assist such groups in planning and developing their own programs. The Extension Division also develops conferences or courses designed to provide background information or assistance with teaching methods and materials for those who plan to conduct their own programs. Similar services are made available to teachers and administrators in public schools and institutions of higher education.

Correspondence courses are not being offered at present.

Programs conducted by the Extension Division cover a wide variety of subjects related to industrial and labor relations. The range of such subjects is indicated by this partial list: grievance procedure, human aspects of supervision, human relations in labor unions, recruitment, selection and placement, contract negotiation, history of the American labor movement, history of labor relations, survey of industrial and labor relations, conference methods in industrial and labor relations, accounting and business data in industrial and labor relations, labor relations law, social security and protective labor law, the economics of labor relations.

District offices of the School are located at the following addresses:

Capital District: 142 Washington Ave., Albany 10, N.Y. Phone: Albany 5-3518.

Western District: Rooms 502-503, Buffalo Industrial Bank Building, 17 Court St., Buffalo 2, N.Y. Phone: Mohawk 9784.

Metropolitan New York City District: Rooms 523-525, 551 Fifth Ave., New York 17, N.Y. Phone: Oxford 7-2247.

Persons interested in services of the School for general public programs or for programs for specific groups should address their inquiries to the nearest district office or to the Director of Extension, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y.

Research and Publications

THE RESEARCH and publications program of the School is concerned with the development of instructional materials for resident and extension teaching and the investigation of problems of current and long-term scientific interest in the field of industrial and labor relations.

Through the office of the Director of Research and Publications, the work of staff members is coordinated within the School and with research activities of other schools and agencies.

Research is conducted by Faculty and other staff members and by graduate students. In most instances, the individual engaged in research chooses and develops his own project. Advice and assistance in meeting the scientific and practical problems involved are provided by the Division of Research and Publications. This approach integrates teaching and research and also provides for a two-way flow of ideas on problems and research findings.

Significant research results and informational materials thus developed are usually made available by the School through its publications program. This includes a bulletin series; a series of selected bibliographies in industrial and labor relations; a series of reprints of pertinent articles published by the Faculty; a monograph series, *Cornell Studies in Industrial and Labor Relations*; and a series of books sponsored by the School and published by Cornell University Press. Single copies of bulletins, bibliographies, and reprints are mailed free of charge to residents of New York State and at a nominal charge to out-of-state residents.

The School also publishes the *Industrial and Labor Relations Review*, a quarterly professional journal. The journal carries articles, discussions, book reviews, and other items of interest to both laymen and students concerned with a wide range of labor-management problems.

Further information on the research program and a list of current publications can be obtained from the Director of Research and Publications, New York State School of Industrial and Labor Relations.

